

Wyoming – Preparing for
Waiver Redesign

May 20, 2013
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National Association of State Directors of
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NASDDDS

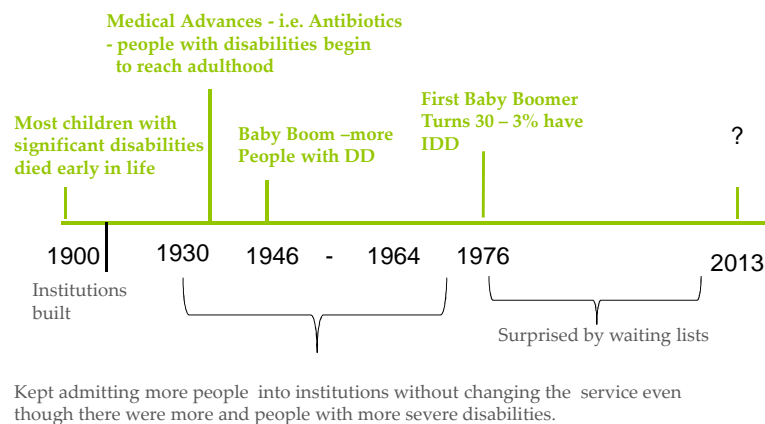
Seeing the
Change that is
Coming

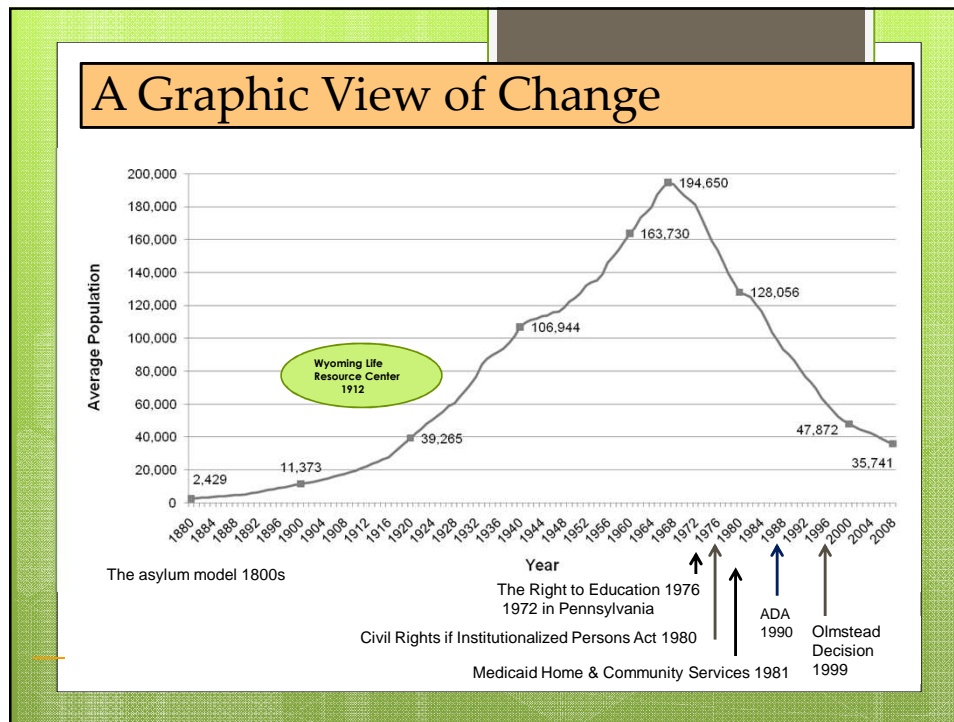


A Vision that People.....

- Will be healthy, happy and safe
- Will have family and friends in their lives
- Will go to school and be fully involved
- Will work at a good paying job
- Will make decisions about their life – both major and minor
- Will be contributing citizens of their community
- Will have dreams that come true

We Don't Seem to See What's Coming

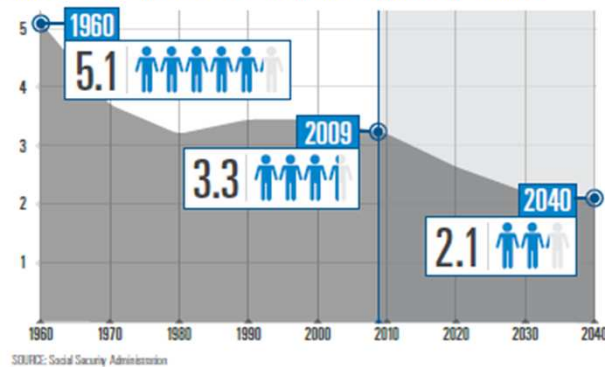




**The Job of Leaders is to See
What's Coming Next**

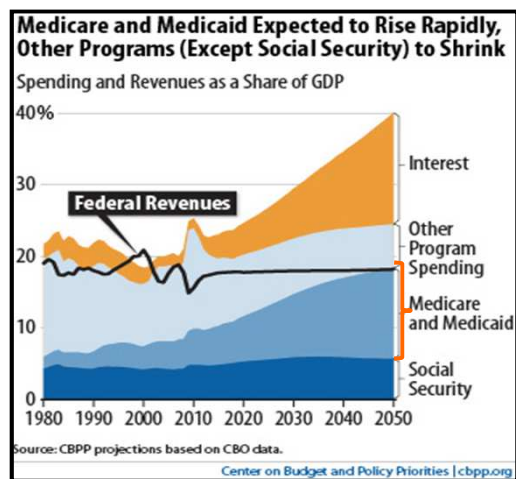
Aging Baby Boomers

COVERED WORKERS PER SOCIAL SECURITY BENEFICIARY



Baby Boomer Tsunami
Every day 10,000 Baby Boomers qualify for Social Security

Competition for Funds in the Future



Cost of Long Term Care

Wyoming

Homemaker Services Hourly Rates (Licensed)

Region	Minimum	Rate Range Median	Maximum	Median Annual Rate	Five-Year Annual Growth ¹
USA	\$10	\$18	\$36	\$41,756	1%
Wyoming - Whole State	\$18	\$20	\$23	\$45,188	0%
Casper	N/A	N/A	N/A	N/A	N/A
Chayenne	\$18	\$19	\$20	\$42,786	0%
Wyoming - Rest of State	\$19	\$20	\$23	\$45,760	1%

\$45,188

Adult Day Health Care Daily Rates

Region	Minimum	Rate Range Median	Maximum	Median Annual Rate	Five-Year Annual Growth ¹
USA	\$15	\$65	\$210	\$16,900	2%
Wyoming - Whole State	\$44	\$80	\$135	\$20,800	7%
Casper	\$135	\$135	\$135	\$35,100	13%
Chayenne	N/A	N/A	N/A	N/A	N/A
Wyoming - Rest of State	\$44	\$70	\$90	\$18,200	6%

\$20,800

Assisted Living Facility Monthly Rates (One Bedroom - Single Occupancy)

Region	Minimum	Rate Range Median	Maximum	Median Annual Rate	Five-Year Annual Growth ¹
USA	\$718	\$3,450	\$9,500	\$414,000	4%
Wyoming - Whole State	\$1,489	\$2,300	\$5,150	\$39,600	5%
Casper	\$3,350	\$4,100	\$5,150	\$49,200	8%
Chayenne	\$3,250	\$3,450	\$4,402	\$41,400	0%
Wyoming - Rest of State	\$1,489	\$2,939	\$4,750	\$35,265	3%

\$39,600

Nursing Home Daily Rates (Semi-Private Room)

Region	Minimum	Rate Range Median	Maximum	Median Annual Rate	Five-Year Annual Growth ¹
USA	\$85	\$207	\$948	\$75,405	4%
Wyoming - Whole State	\$165	\$199	\$236	\$72,453	4%
Casper	\$205	\$211	\$218	\$77,015	5%
Chayenne	\$206	\$226	\$236	\$82,490	4%
Wyoming - Rest of State	\$165	\$187	\$227	\$68,255	3%

\$72,453

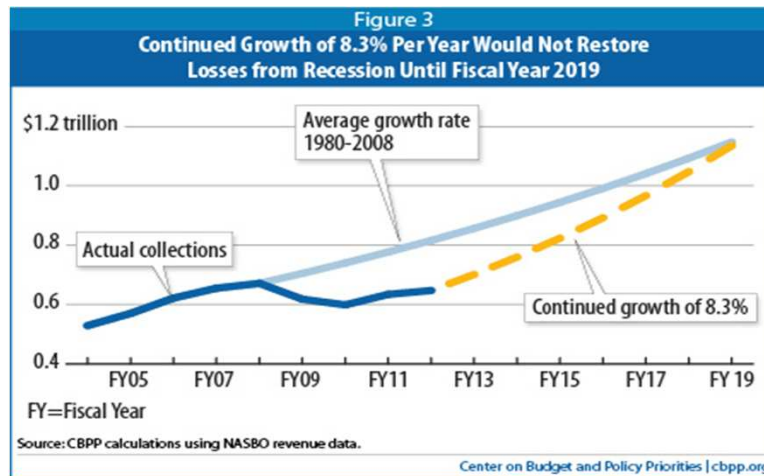
National Data from the Genworth 2013 Cost of Care Study
Home Care Providers, Adult Day Health Care Facilities,
Assisted Living Facilities and Nursing Homes

Cost of Dementia

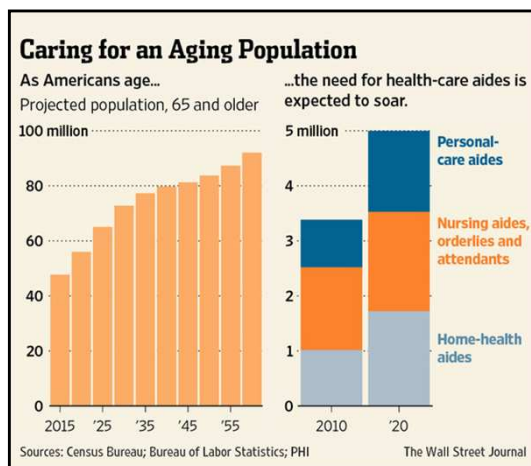
15 percent of people aged 71 or older have dementia at a cost of \$41,000 to \$56,000 a year

- 2010 - 3.8 million people
\$159 billion to \$215 billion
- 2040 - 9.1 million
\$379 billion to \$511 billion

States Can't Make Up the Difference



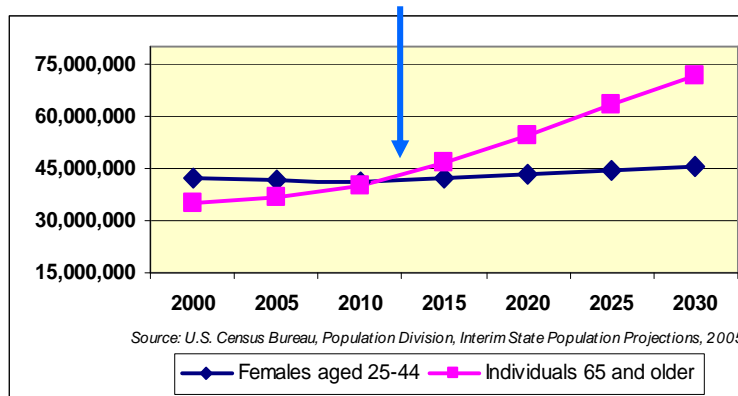
Shortages of Care Givers as America Ages



A labor shortage is worsening in one of the nation's fastest-growing occupations—taking care of the elderly and disabled—just as baby boomers head into old age.

Wall Street Journal
April 15, 2013

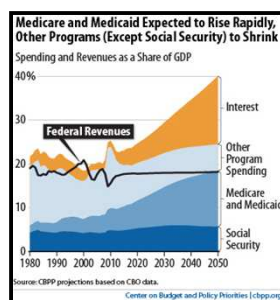
Shortage of Care Givers



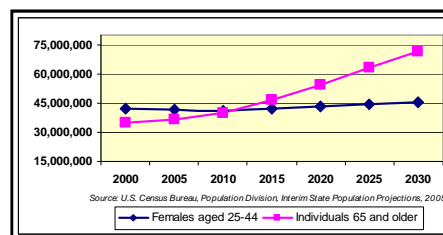
Larson, Edelstein, 2006

Every State is Confronting Reality

Growth in public funding will slow



Workforce will not keep pace with demand



The Waiting List

People Waiting For Services	Residential Capacity	Growth Needed
155,059 Lakin 240,000 Kaiser	466,809	24.6%

Wyoming

- Growing waiting list for services



- High cost per person being served on a waiver



- No additional funding from State yet required to serve more individuals

- to achieve this, need to redesign waivers



14

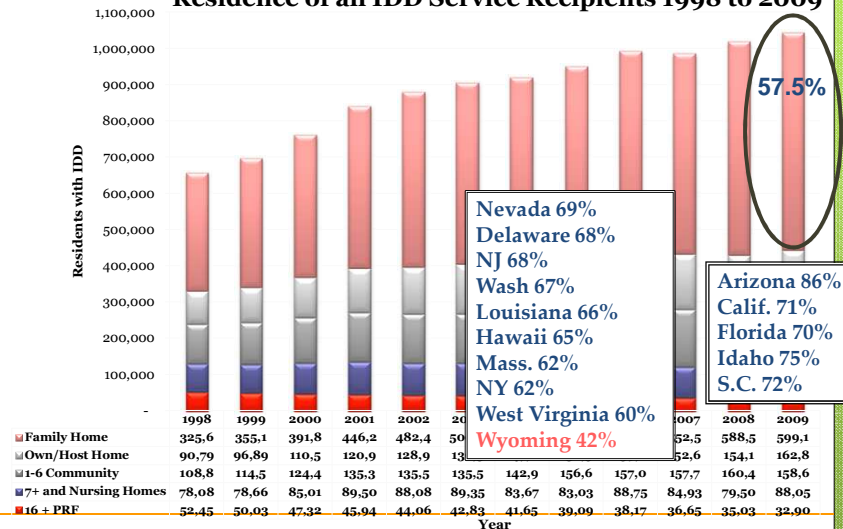
Reality

We can't afford out-of-home 24-hour staffed models of support for everyone;

Families have been and are the primary support for people with IDD.

Families as Primary Care Givers

Residence of all IDD Service Recipients 1998 to 2009



Larsen et.al. RISP 2010 -UMinn.

88% of People with I/DD Live with Families

	National	Living At Home
Est. Number of Persons with DD	4.7 Million*	
Receiving State DD Services (25%)	1.2 Million*	
Of the 25% receiving Services	528,000 (44%)*	672,000 (56%)
Not receiving State DD Services		3.5 Million (75%)
Total Persons with DD Living at Home		4.17 Million (88%)

*Lakin, C., Larson, S., Salmi, P. & Webster, A. (2010). Residential Services for Persons with Developmental Disabilities: Status and Trends Through 2009. Institute on Community Integration, Minneapolis, MN.

The Question Is.....

Not whether people who have developmental disabilities will be living with and relying on their families for support but..... whether people and their families will struggle alone or have a great life because the supports are there for them and they are part of their community.

Thinking for the Long Term About Cost

Type of Service	Cost per Person	20 yrs. Cost	30 yrs. Cost
ICF/MR Institution	\$238,500	\$4,770,000	\$7,155,000
HCBS 24 hr. staffed Residential	\$150,000	\$3,000,000	\$4,500,000
Shared Living	\$50,000	\$1,000,000	\$1,500,000
Support in Own or Family Home	\$25,000	\$500,000	\$750,000



Data Source: Lakin, K.C. MSIS and NCI data from 4 states (1,240 Individuals)

The Numbers Speak for Themselves

	Arizona	Calif.	Florida	Idaho	S.C.	WY
Now living with families	86%	71%	70%	75%	72%	42%
Average Annual Cost	\$27,196	\$23,347	\$31,224	\$36,631	\$33,603	\$42,754

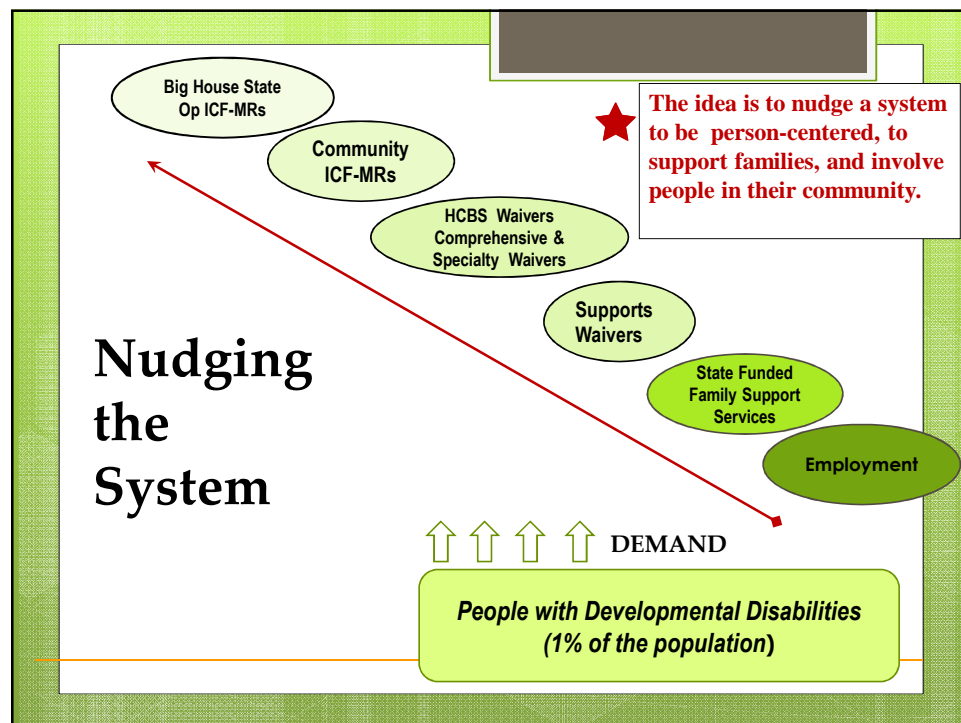
Larsen et.al. RISP 2010 -UMinn.

Thinking for the Long Term About Cost - Employment

Type of Service	1 yr. Cost	3 yr. Cost	10 yr. Cost
Sheltered Work/Day Habilitation	\$20,000	\$60,000	\$200,000
Employment Services	\$20,000	<ul style="list-style-type: none"> \$20,000 yr. 1 \$20,000 yr. 2 \$10,000 yr. 3 	<ul style="list-style-type: none"> \$50,000 1-3 yrs. \$35,000 4-10 yrs.

Estimated figures – use your own figures and do the math

What are States Doing?



Just What Wyoming is Doing

- Legislature passed SEA 82
 - requiring changes be made to Medicaid waiver services
 - we control costs & use existing funds AND
 - we provide services to more individuals with special needs who are on the waiting list

16

Medicaid Reform Bill (SEA 82)

1 Waivers
Create 2 separate waivers
1. Support
2. Comprehensive
For eligible Participants with a Developmental Disability; ABI waiver stay separate

Medicaid Reform Bill (SEA 82)

2 Services
Optimize and extend services
Stay within current funding
Replace high cost Residential & Day Hab with lower cost services

Medicaid Reform Bill (SEA 82)

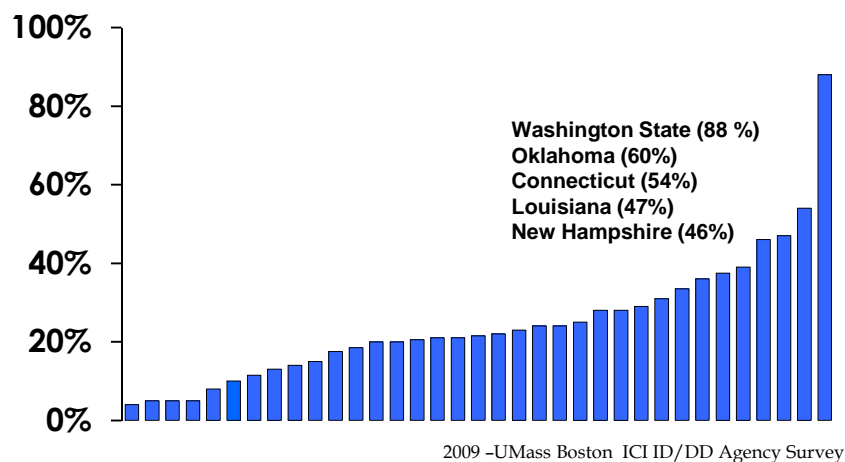
3 IBA
Reflect assessed individual needs
Consult with Guardians &
as appropriate, current Case Manager & Providers

Focusing on Employment

- ✓ Get out of poverty
- ✓ More independence
- ✓ Make Friends
- ✓ Make a contribution to the community
- ✓ Positive image and valued role within the family and community
- ✓ Opportunities for learning and expanding relationships



States Focusing on Employment



Creating a New Service Paradigm that is Built on Relationships

Sustainability depends on how well we support families and get people jobs.



Our Institutional Legacy

Role of Staff is.....

- Keep order - survival
- Follow the schedule
- Fill out paper work

Not to.....

- Make people feel that you care
- Help people stay in touch with their family
- Help people make and keep friends
- Make sure people have fun
- Help people get a job

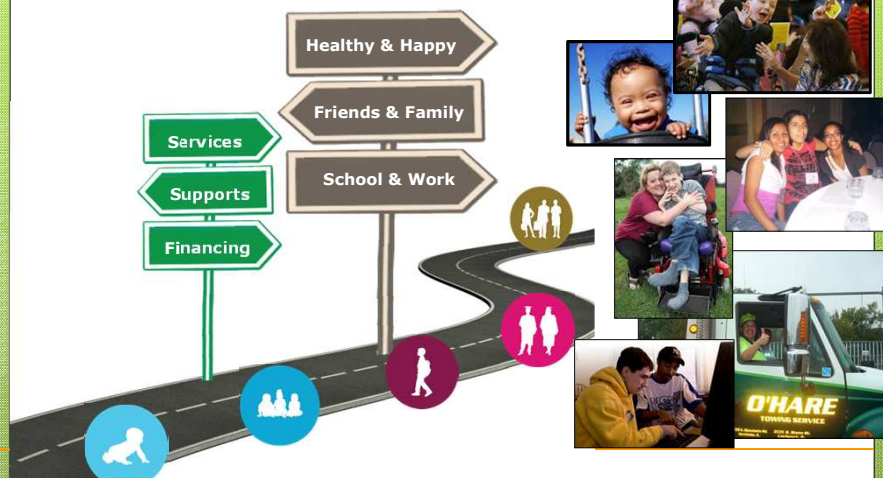
Institutional Habits are in Our DNA



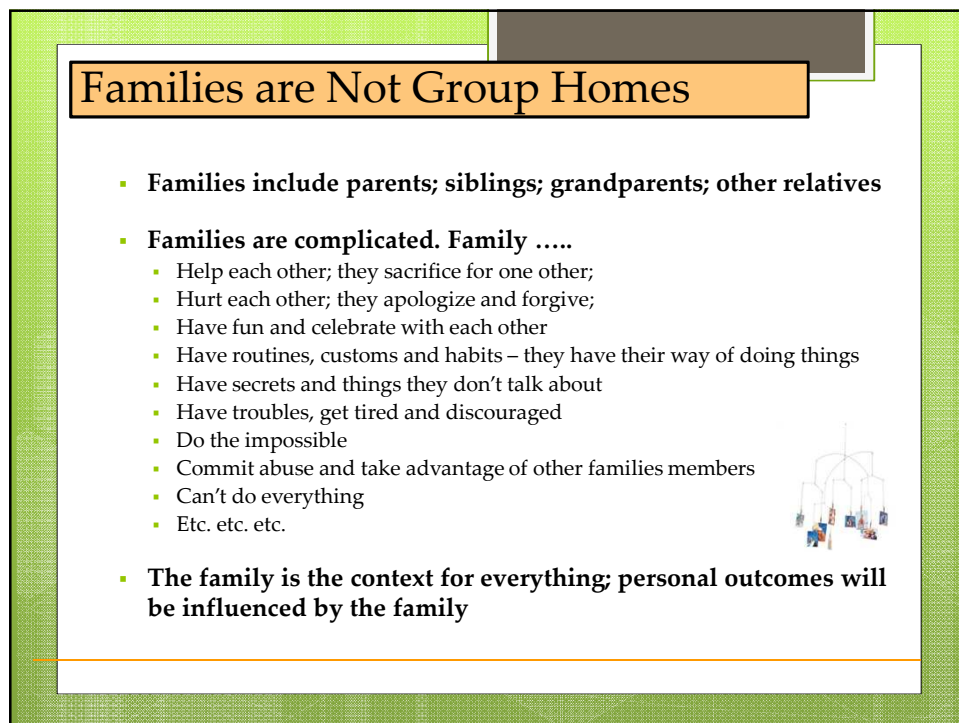
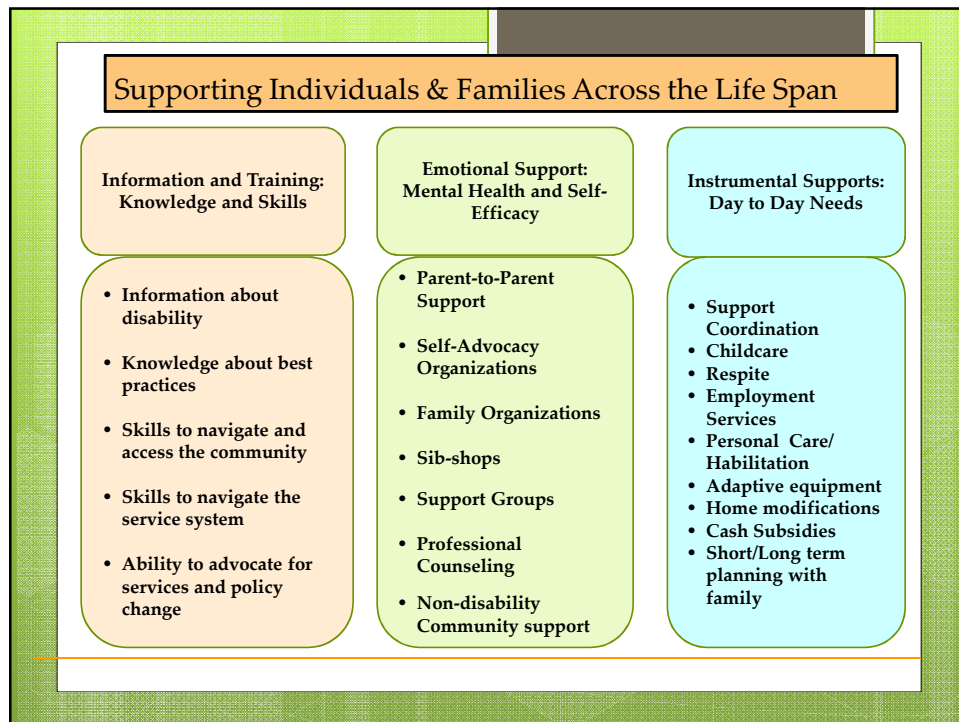
A
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G

- Group residents by disability & behavior
- Work on the goals – no matter how meaningless
- Get the paper work done
- Inspect and monitor
- Decide where people live, what they eat, what they wear
- Keep order

It is About The Full Course of Life



Sheli Reynolds UMKC



Ethical Issue: Training and Support for the Supporters

It is crucial to provide **ongoing supervision from a clinician with expertise in family dynamics** to identify issues as they emerge, to help staff be aware of their feelings and reactions, and to review ethical standards, and to act accordingly.

- **A staff member in the family home on a daily basis begins to be seen as one of the family.** Family professional boundaries can be easily crossed, as families share more and more and as the staff member sees the family in every aspect of home life. Families may begin to:
 - ask for additional help, like child care,
 - suggest social contacts,
 - invite staff members to family events, birthday parties
 - give gifts to staff, and staff may want to give gifts to family members.
- **Staff members may become emotionally involved in family members' lives**
 - pulled into marital disputes, and
 - privy to private conversations.
- **Staff members may develop strong feelings about the family's**
 - ways of parenting,
 - interacting,
 - housekeeping,
 - daily habits,
 - financial practices,

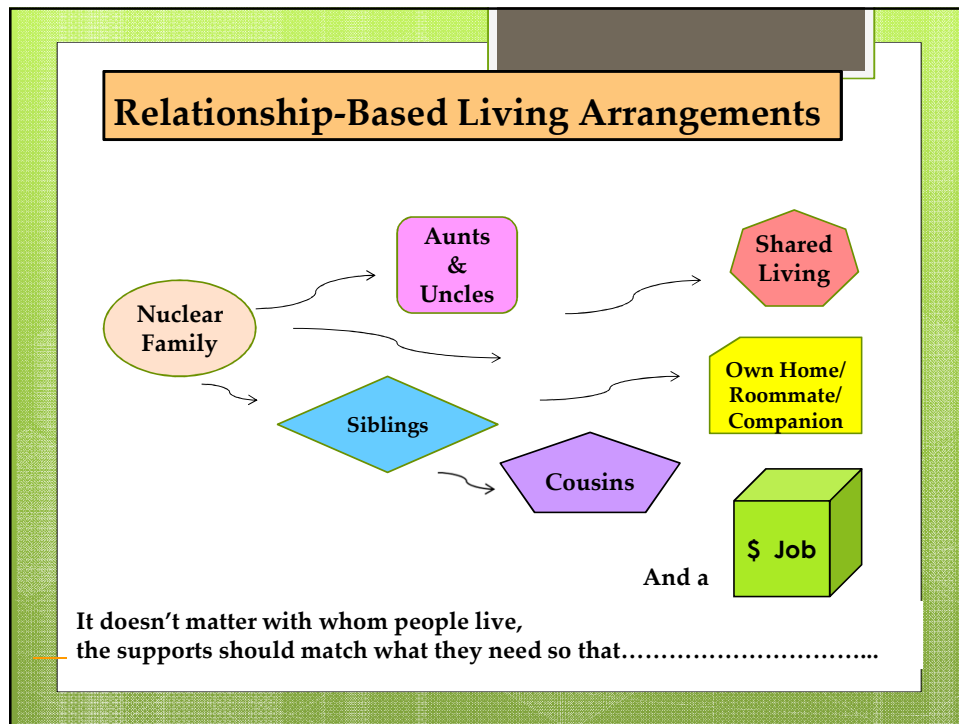
and these feelings may affect the staff members' interactions with the family, making it harder to maintain their role.

Does Everyone Have to Live with Their Family?

No.

It means we have to maximize the extent to which as many people as possible can live great lives without 24 hours of paid supports using RELATIONSHIP BASED OPTIONS

- Family
- Extended Family
- Friends
- Shared Living
- Independently or with a friend
- Paid Companion



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